Organizational Behavior and Human Performance

A Journal of Fundamental Research and Theory in Applied Psychology

Volume 16
1976

EDITOR: James C. Naylor
ASSOCIATE EDITOR: Karl Weick
MANAGING EDITOR: Margaret M. Smolen

EDITORIAL BOARD:

Lee Roy Beach
Mats Björkman
Berndt Brehmer
John P. Campbell
N. John Castellan, Jr.
H. Peter Dachler
Arthur L. Dudycha
Ward Edwards
Hillel J. Einhorn
Leonard W. Ferguson
Fred E. Fiedler
Howard Fromkin
Irwin L. Goldstein
Paul S. Goodman
George Graen
Robert M. Guion
J. Richard Hackman
Jeanne B. Herman
William C. Howell
Charles L. Hulin
Barry H. Kantowitz
Edward E. Lawler II
Gordon F. Pitz
Robert D. Pritchard
Leonard G. Rorer
Frank L. Schmidt
David Schum
Paul Slovic
Patricia Cain Smith
Don Trumbo
Victor H. Vroom
Thomas S. Wallsten
Robert J. Wherry, Jr.
Robert L. Winkler

ACADEMIC PRESS
New York and London
A Subsidiary of Harcourt Brace Jovanovich, Publishers

Copyright © 1976 by Academic Press, Inc.

All Rights Reserved

No part of this publication may be reproduced or transmitted in any form, or by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission in writing from the copyright owner.

CONTENTS OF VOLUME 16

Number 1, June 1976

Robert Libby. Man versus Model of Man: Some Conflicting Evidence. 1

Lewis R. Goldberg. Man versus Model of Man: Just How Conflicting is That Evidence? 13

Robert Libby. Man versus Model of Man: The Need for a Nonlinear Model. 23

Barry M. Staw. Knee-Deep in the Big Muddy: A Study of Escalating Commitment to a Chosen Course of Action. . . . 27

R. L. Payne, S. Fineman, and T. D. Wall. Organizational Climate and Job Satisfaction: A Conceptual Synthesis. . . . 45

Thomas L. Ruble. Effects of One's Locus of Control and the Opportunity to Participate in Planning. 63

Lawrence R. James and Allan P. Jones. Organizational Structure: A Review of Structural Dimensions and Their Conceptual Relationships with Individual Attitudes and Behavior. . . 74

Kae H. Chung and W. Dean Vickery. Relative Effectiveness and Joint Effects of Three Selected Reinforcements in a Repetitive Task Situation. 114

Thomas L. Ruble and Kenneth W. Thomas. Support for a Two-Dimensional Model of Conflict Behavior. 143

H. Kirk Downey, John E. Sheridan, and John W. Slocum, Jr. The Path–Goal Theory of Leadership: A Longitudinal Analysis. 156

Lars-Åke Lindberg and Brendt Brehmer. Transfer in Single-Cue Probability Learning. 177

Kent L. Norman. Weight and Value on an Information Integration Model: Subjective Rating of Job Applicants. 193

Number 2, August 1976

Robert D. Pritchard, Dale W. Leonard, Clarence W. Von Bergen, Jr., and Raymond J. Kirk. The Effects of Varying Schedules of Reinforcement on Human Task Performance. . . 205

Jack E. Roose and Michael E. Doherty. Judgment Theory Applied to the Selection of Life Insurance Salesmen. 231

J. Richard Hackman and Greg R. Oldham. Motivation through the Design of Work: Test of a Theory. 250

Lee Roy Beach and William B. Carter. Appropriate and Equitable Repayment of Social Debts. 280

James L. Farr. Task Characteristics, Reward Contingency, and Intrinsic Motivation. 294
Joseph Schneider. The "Greener Grass" Phenomenon: Differential Effects of a Work Context Alternative on Organizational Participation and Withdrawal Intentions. 308
Vance F. Mitchell and Pravin Moudgill. Measurement of Maslow's Need Hierarchy. 334
J. Richard Hackman, Kenneth R. Brousseau, and Janet A. Weiss. The Interaction of Task Design and Group Performance Strategies in Determining Group Effectiveness. 350
John W. Payne. Task Complexity and Contigent Processing in Decision Making: An Information Search and Protocol Analysis. 366
Neal Schmitt, Byran W. Coyle, and Larry King. Feedback and Task Predictability as Determinants of Performance in Multiple Cue Probability Learning Tasks. 388
Author Index for Volume 16. 403